

Headquarters U.S. Air Force

Integrity - Service - Excellence

CIVILIAN CAREER ENHANCEMENT PROGRAMS



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HQ USAF/ILCXD
10 Oct 02**



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Overview

- **Scope Champion**
- **AF Senior Leader Management Office Initiatives**
- **Executive Resources Board Development Panel**
- **Conclusion**
- **Discussion**



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Scope Champion -- Background

- **Recognized the need to transform and re-skill our current workforce to meet future needs**
 - **Drawdowns, outsourcing, and restructuring have impacted our workforce**
 - **50% of workforce eligible to retire in next 5 years**
 - **Impacted by technological changes (new skills)**
 - **Weak economy**
 - **Create an environment which will foster leadership development**
 - **Build on opportunities for breadth and for advancement**
-
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Scope Champion -- Actions to Now

- **Briefings to senior C&I leaders**
- **Focus Group Conferences**
- **AF/SC Memos to
MAJCOM/FOA/DRU/CVs and SCs**
- ***INTERCOM* Article**
- **Continuous telephone and e-mail
contact**
- **CICP Briefing**



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Scope Champion -- Vision

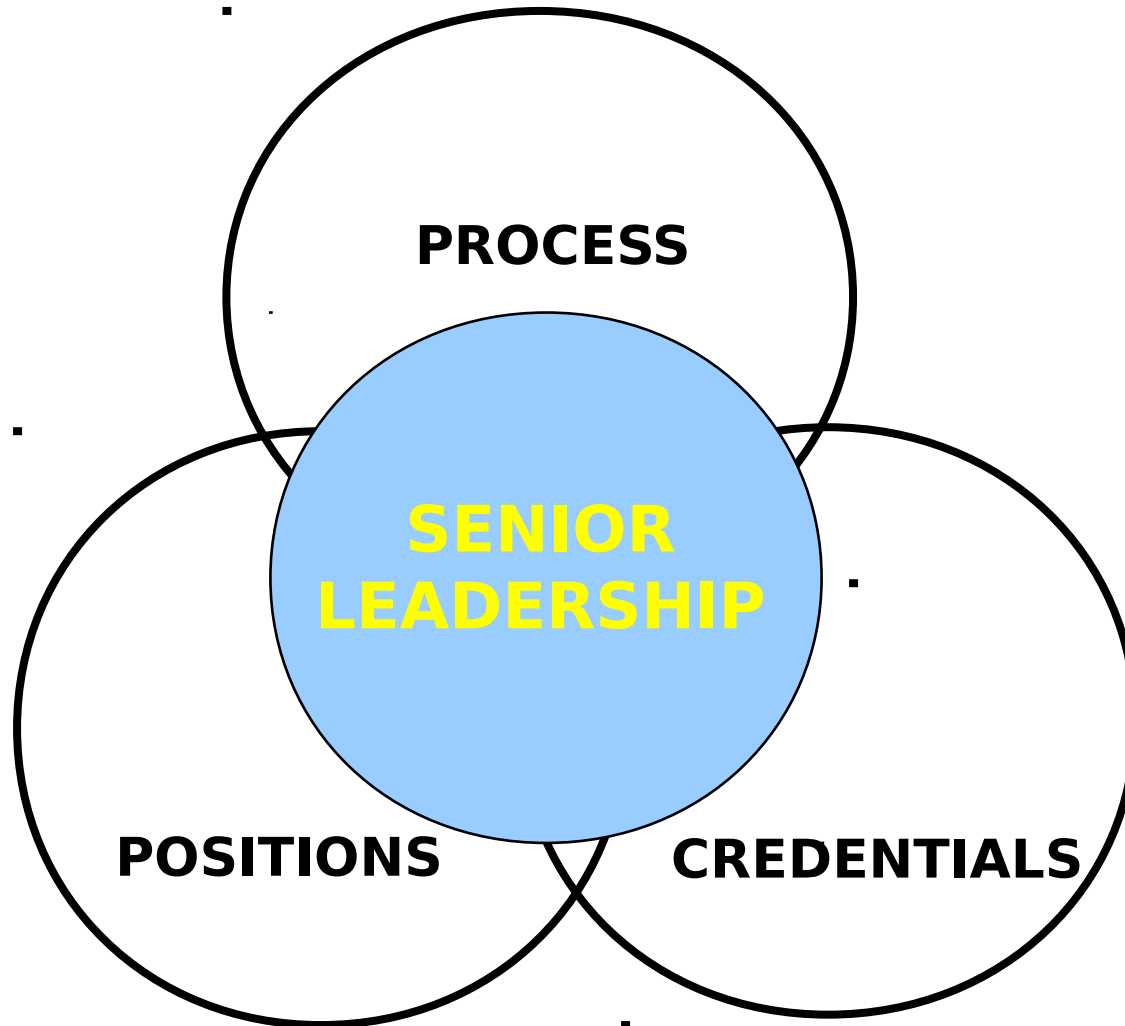
**Establish a cadre of highly competitive
personnel
through mobility and breadth and depth
of training and experience through
ongoing participation of senior
management**

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Scope Champion - The Foundation



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Scope Champion -- Pillars and Expectations

Pillars of Professional Development

■ **Education**

- Post-Secondary Education
- Professional Military Education
- Professional Education

■ **Depth:**

- Experience at different echelons of the Air Force

■ **Breadth:**

- Experience across various mission areas of the Air Force

Notional Qualifications for SCOPE CHAMPION

■ **GS-13**

- BS Degree & PME
- Experience 2 mission areas

■ **GS-14**

- MS Degree & ISS complete
- Experience 2 mission areas
- Experience 2 levels command

■ **GS-15** -- GS-14 qualifications plus SSS

■ **SES** -- GS-15 qualifications plus 3 levels command

Mentoring provides the foundation...

...personal motivation is the capstone

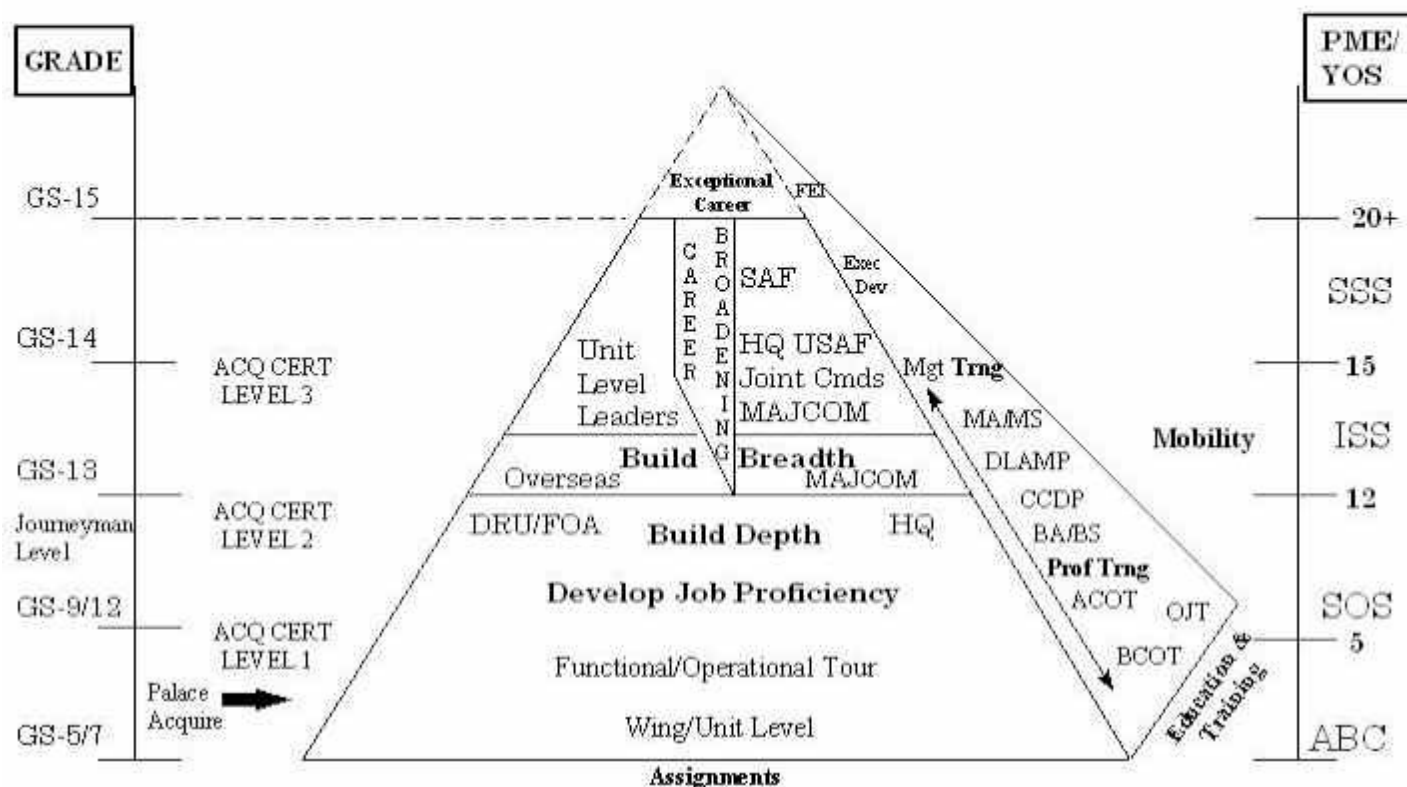
I n t e g r i t y - S e r v i c e - E x c e l l e n c e



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CICP Career Path

CICP Career Pyramid



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AF Senior Leader Management Office -

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SES Template

AIR FORCE SENIOR EXECUTIVE ACCESSIONS TEMPLATE		MANDATORY EXECUTIVE CORE QUALIFICATIONS
EXECUTIVE POTENTIAL Outstanding performance & contributions		• Introduction
EDUCATION - Highly Preferred - Masters Degree		• Leading Change Continual Learning Creativity / Innovation External Awareness Flexibility Resilience Service Motivation Strategic Thinking Vision
STRATEGIC LEVEL DEVELOPMENT Highly Preferred - GS-15 Leadership and Management Course (available through Air University in Fall 2002) plus 1 or more of the following: <ul style="list-style-type: none">• Intermediate Service School• Senior Service School• Federal Executive Institute• Harvard Senior Executive Fellows• National Security Management• Leadership Assessment & Feedback Seminar• 2 equivalent-level courses from other colleges, universities, or agencies		• Leading People Conflict Management Leveraging / Diversity Integrity / Honesty Team Building
STRATEGIC LEVEL ASSIGNMENTS to demonstrate corporate view and breadth Highly Desirable - Leadership positions in MAJCOM HQs, OSD, Joint or SAF/HAF and 2 or more bases/installations, or equivalent Desirable - Leadership positions in other services / federal agencies / private sector / etc.		• Results Driven Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility
Links to - AFPC Career Paths Journey Level Through Executive		• Business Acumen Financial Management Human Resources Technology Management
Links to - Examples of Air Force SES Technical Qualifications		• Building Coalitions / Communication Influencing / Negotiating Interpersonal Skills Oral Communication Partnering Political Savvy

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AF Senior Leader Management Office - ~~Career Pyramid~~

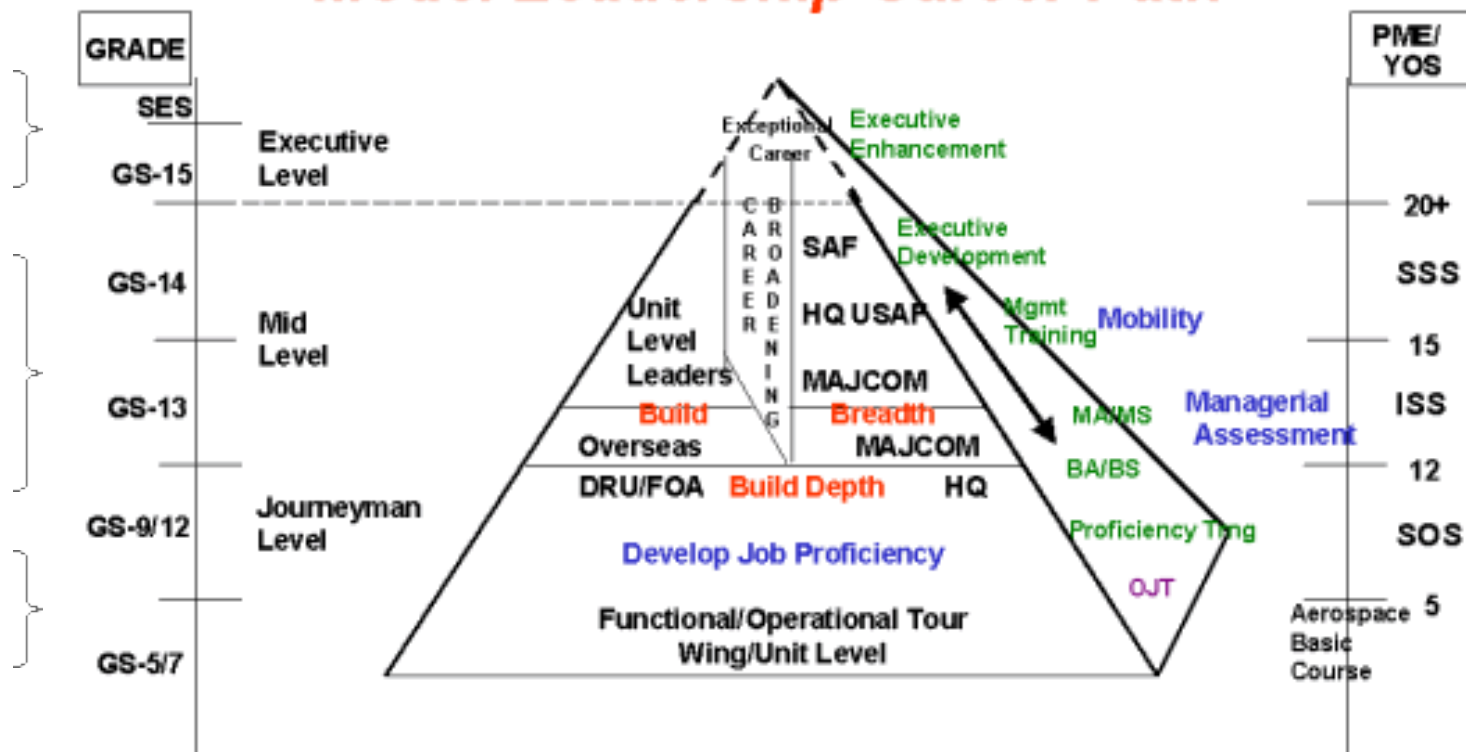
Levels of Assignments

Strategic: Gain breadth of experience and leadership

Operational: Widening of primary skill experience into a related family of skills and increased responsibility

Tactical: Gaining knowledge and experience in primary skill

Model Leadership Career Path



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AF Senior Leader Management Office

Technical Qualifications

Technical Leader (S & T, T & E, Dev Eng, SC)

Core - Depth in Science & Technology, Test & Evaluation, Engineering, or Communications. Level 3 certification in any of the following: Developmental Engineering, Test & Evaluation, Science & Technology, or Communications/Computers.

Highly Desirable - Assignment in one of the other areas. Certification in two of the above functional areas.

Desirable - Complementary assignment in Program Management, Logistics Management, Plans & Programs, Financial Management, etc. Plus Program Management, Chief Information Officer certification.

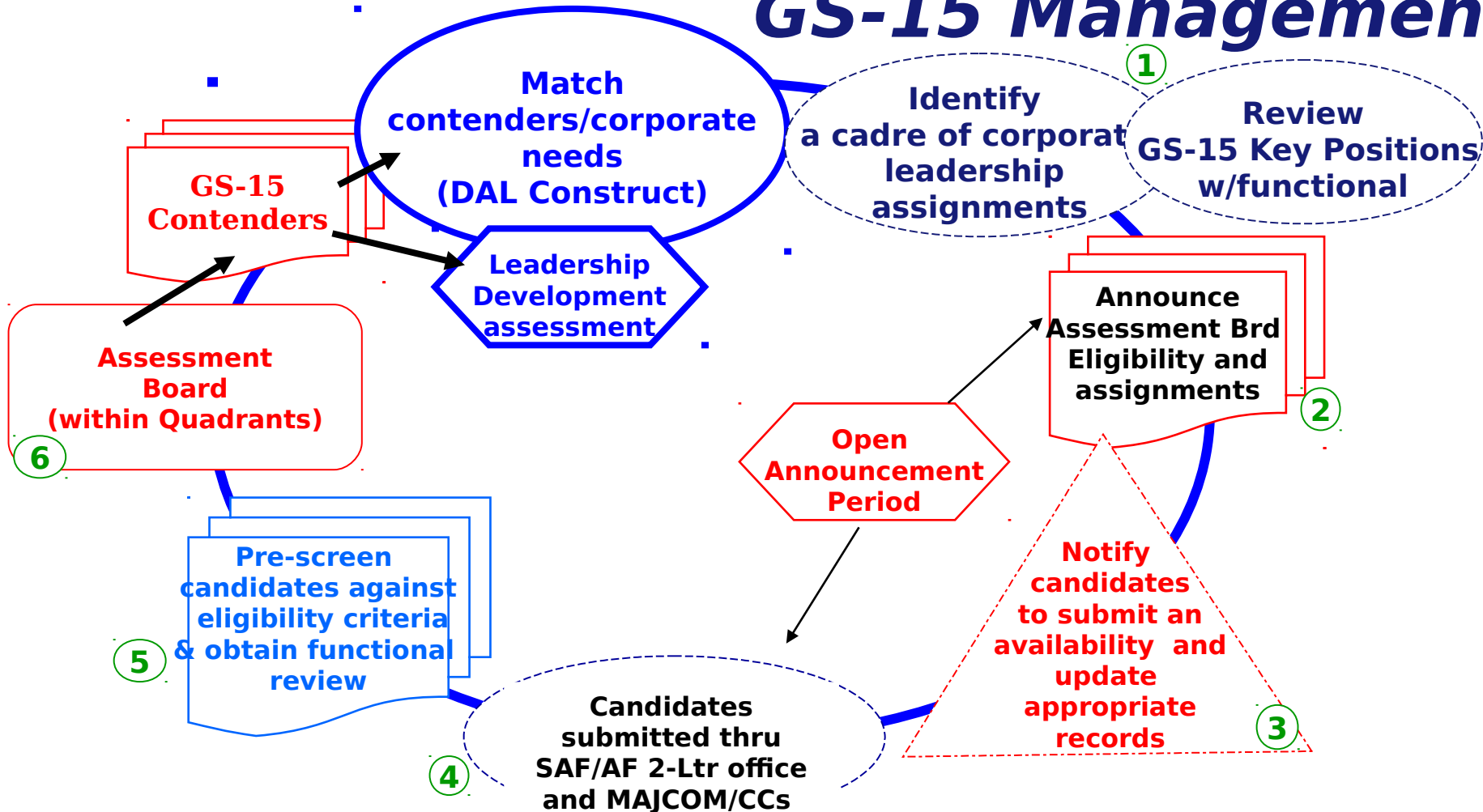
<http://www.dp.hq.af.mil/dps/index.htm>

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AF Senior Leader Management Office - GS-15 Management



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ERB Development Panel

AF Civilian Leadership Development

Accomplishments

- Increased opportunities for civilian participation in PME
 - Air Command and Staff College
 - Air War College
 - Non-residence programs
- Expanded CSAF Reading List to include civilians
- Increased resources for implementation of AFCLD initiatives
 - Increase in intern program
 - Increase in \$\$\$ in FY02-07 POM for civilian leadership development, relocation bonuses, SES succession planning
 - Received authority to use VSIP for force shaping initiatives



ERB Development Panel ***AF Civilian Leadership Development***

Accomplishments

- **Revitalized Civilian Competitive Development Program (CCDP) to:**
 - **Meet long-term leadership needs of the Air Force**
 - **Prepare high potential employees for increased responsibility and shared leadership with military**
 - **Select right person at the right time for the right training for utilization in appropriate follow-on assignments**



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ERB Development Panel

AF Civilian Leadership Development

Accomplishments

- **Increased resources to develop corporate perspective**
 - **AF Central Salary Account slots designated for:**
 - **PAQs and Copper Cap Interns**
 - **Career Broadeners**
 - **AF participants in PME & other long-term programs**
 - **GS-14/15, SES Development Assignments**
- **Established a GS-15 recognition program**
 - **Promotion ceremony**
 - **GS-15 logo and lapel pin**

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ERB Development Panel ***AF Civilian Leadership Development***

Ongoing Initiatives

- **Continue efforts to increase PME opportunities**
 - **Aerospace Basic Course**
 - **Aerospace Power Course**
- **Civilian tuition assistance program**
- **GS-15 Executive Course**
 - **All newly appointed GS-15 and equivalent**
- **SES Assessment Board**
 - **AF-wide review of corporate needs for**



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Conclusion

- **Civil service employees are a key element of the total force**
- **AF offers tremendous opportunity for leadership and development**
- **Leadership train may not be for everyone -- performance, dedication to mission, and loyalty apply to everyone**

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“Lt Gen Kenne and I view the development of the C&I civilian workforce as crucial to our total force mission readiness. It is our goal to ensure that C&I civilians are provided professional development and career assignment opportunities to fulfill their potential within the Air Force”.

**Rob C. Thomas II, SES
Assistant DCS, Warfighting Integration**

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DISCUSSION



“Public service is not just a job. It is an act of citizenship and a noble calling”. GEORGE W. BUSH

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